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**EXHIBIT A**

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**Anti-Discrimination, Harassment, and Bias Policy**

The Anti-Discrimination, Harassment, and Bias Policy is a College-wide policy that affirms Haverford's commitment to cultivate an environment of equity and anti-racism, anti-oppression, and anti-bias

**Policy**

This policy establishes a response protocol for reports of discrimination, harassment, and bias, and applies to the Haverford community, including all students, staff, faculty, members of the Board of Managers and Corporation of Haverford College, volunteers, and visitors.

Acts of discrimination, harassment, and bias violate the College policy and are antithetical to the mission, values, and standards of the College. The College welcomes and encourages all students, employees, and community members to join together in a commitment to creating a just and equitable environment for all.

[Policy](#)[File a Complaint](#)**Bias Reporting System Process**

The College is required to conduct a thorough inquiry and address all reports of bias incidents of which it becomes aware.

The response protocol following a report of a possible act is as follows in the following order:

**1 Step 1**

[Incident report](#) received. An automated response is sent acknowledging the receipt of report

» PRESIDENT » COLLEGE POLICIES » ANTI-DISCRIMINATION, HARASSMENT, AND BIAS POLICY



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